



ANNUAL MEETING CODE OF CONDUCT

IMPORTANCE

The International Association of Movers (IAM) firmly believes in the value and importance of an environment where all event participants (IAM employees, attendees, vendors, sponsors, speakers, volunteers, and guests) feel welcome and safe. This Code of Conduct explains what type of behavior IAM expects from event participants. The terms of this Code of Conduct are non-negotiable. IAM will neither allow nor condone behavior that runs counter to this Code of Conduct.

BEHAVIOR

Event participants will behave in a way as to create a safe and supportive environment for all event participants. Event participants will not engage in disruptive speech or behavior or otherwise interfere with the event or other individuals' participation in the event.

Event participants will not engage in any form of harassing, offensive, discriminatory, or threatening speech or behavior, including (but not limited to) relating to race, gender, gender identity and expression, national origin, religion, disability, marital status, age, sexual orientation, military or veteran status, or other protected category.

Event participants will comply with the instructions of event and venue staff. Event participants will comply with all applicable laws.

To protect the health of all participants at the event, event participants will be required to adhere to the **Safety Policy** set forth and wear a face mask.

SCOPE

IAM expect all event participants (including IAM employees, attendees, vendors, sponsors, speakers, volunteers, and guests) to uphold the principles of this Code of Conduct. This Code of Conduct covers the main event and all related or affiliated events (social or otherwise). IAM employees attending events must continue to abide by all company policies at all times.

CONSEQUENCES

If IAM believes that an event participant is not complying with this Code of Conduct, IAM may deny the event participant entry or require them to leave the event venue(s). All determinations are at our sole discretion. IAM will involve local law enforcement if IAM deems it appropriate.

If IAM denies entry to an event participant or requires an event participant to leave, they will not be eligible to receive a refund of any fees paid to IAM related to the event or related events. Breaches of this Code of Conduct may result in disqualification from participating in future events.

CONTACT IAM

If you witness or are subjected to inappropriate behavior by an event participant at an IAM event, or have concerns related to this Code of Conduct, please promptly contact Toshia Bruster at IAM at +1-202-624-1740 or iam@mmsmeetings.com. To report inappropriate behavior by an event participant after an IAM event, please promptly contact IAM President, Charles White, at +1-703-317-9950 or Charles.White@iamovers.org.